

2024 Benefit Highlights for Interns

Connecting with your benefits



At Proofpoint, we recognize the value that you bring to our business and take pride in attracting highly talented individuals. We're proud to offer great benefits that support you while you share your talents with us. We offer you a choice between a Cigna Preferred Provider Option (PPO) and a Cigna Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA). For those in California, you also have Health Maintenance Organization (HMO) and CDHP plan options from Kaiser.

Eligibility

You are eligible for medical benefits from your date of hire if you work 30 hours or more per week. You may enroll your same or opposite sex spouse or domestic partner and your dependent children up to the age of 26 in your medical plan. For more information regarding domestic partner and dependent eligibility, and special enrollment procedures, contact benefits@proofpoint.com.

Medical Benefits

Preferred Provider Option (PPO)

Cigna PPO (All locations)

With a PPO plan, visit any in-network doctor, specialist, lab, or pharmacy of your choice. You'll pay a small up-front copayment to see in-network doctors, while out-of-network doctors will cost you a significant percentage of the cost of the visit. This plan has lower out-of-pocket costs and higher monthly paycheck contributions.

Consumer Driven Health Plans (CDHP)

Cigna CDHP with HSA (All locations); Kaiser CDHP with HSA (CA only)

If you want similar features to a flexible PPO plan, but the savings and tax-benefits of an HSA, Cigna's CDHP is perfect for you. With lower monthly contributions than the PPO, you also get access to the same network of providers.

If you're located in California, prefer the Kaiser network, and want unique tax-benefits of an HSA, the Kaiser CDHP is a great option. This plan has the lowest monthly contributions and you must meet the deductible before Kaiser starts sharing in cost of services. If you reach the annual out-of-pocket maximum, the plan pays 100% of the cost.

There are four key advantages of enrolling in these plans:

1. Lower payroll contribution compared to other plans
2. Pre-tax money can be contributed to your HSA, reducing your taxable income
3. Annual contributions are made by Proofpoint to your HSA on a quarterly basis
4. HSA funds can be used at any time & for many different health expenses

Learn more about CDHPs through this link: [CDHPs with HSAs](#)

How to enroll

To enroll in a medical plan, log on to Workday, our enrollment platform, at wd5.myworkday.com/proofpoint.

Health Maintenance Organization (HMO)

Kaiser HMO (CA only)

If you live in California and your highest priority is keeping your out-of-pocket costs low, consider the Kaiser HMO. Most covered services are available after a small copayment (no deductible), but you will be restricted to using Kaiser doctors and facilities. There's no coverage for outside care, except in an emergency. At Kaiser facilities, you will experience the convenience of having many of your medical needs met under one roof.

Health Savings Account (HSA)

Available only to participants in the Cigna and Kaiser CDHP medical options, the HSA helps you bridge the gap to pay for healthcare expenses before you meet your deductible. You put money into your HSA, tax-free. You can use that money to pay for eligible healthcare costs for you and your dependents. The funds in your HSA are yours to keep forever; if you leave Proofpoint, you can take the full balance of your HSA account with you to use for future healthcare expenses.

Proofpoint's Contribution - Cigna CDHP**

\$1,200

per year for individual coverage

\$2,400

per year for family coverage

Proofpoint's Contribution - Kaiser CDHP**

\$1,000

per year for individual coverage

\$2,000

per year for family coverage

The HSA is only available to those who are enrolled in the CDHP! The IRS maximum HSA contribution limit for 2024 is \$4,150 for individuals and \$8,300 for families.

Additional Resources

Terms to Know

Deductible – The total amount you must pay towards healthcare expenses before insurance begins to pay any portion of the cost. You pay a fixed amount upfront for a healthcare service (for example, \$25 for a doctor's visit). Different services may require different copayment amounts. Under the PPO, some services such as office visits and prescription drugs are not subject to the deductible.

Copayment – A fixed amount you pay for a healthcare service (for example, \$25). Copayments are paid up front, for example, at a doctor's office visit. Different services may require different copayment amounts.

Guides

[Cigna CDHP User Guide](#)

[Kaiser CDHP User Guide](#)

Monthly Contributions

	Cigna CDHP/HSA	Kaiser CDHP/HSA	Kaiser HMO	Cigna OAP (PPO)
Employee Only	\$41	\$33	\$111	\$160
Employee + Spouse or Partner	\$249	\$202	\$482	\$643
Employee + Child(ren)	\$224	\$214	\$407	\$541
Employee + Family	\$362	\$288	\$697	\$925